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ABSTRACT

This document contains one of two reports presented at the Governor's National Forum on Youth Employment, May 22-23, 1980. Focusing on Missouri Youth and the Comprehensive Employment and Training Act (CETA), this report is divided into five sections. Section 1 presents a geo-economic profile of Missouri by the following regions: (1) the St. Louis SMSA (Standard Metropolitan Statistical Area); (2) Kansas City SMSA; (3) Northern Missouri; (4) Southwestern Missouri; (5) Southeastern Missouri; and (6) Central Missouri. Section 2 includes statistics describing Missouri's youth unemployment perspectives; employment projections for Missouri by occupation are also given. Section 3 provides a brief history of employment and training programs, including the Manpower Development and Training Act, the Economic Opportunity Act, the Emergency Employment Act, and the Comprehensive Employment and Training Act. Descriptions of Missouri's CETA youth programs are presented in section 4. The final section summarizes the needs that must be met to help cope with and/or solve Missouri's youth employment problems. (BM)

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Governor's National Forum on Youth Employment

Missouri Youth and CETA:
A Diversity of Needs and Programs

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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May 22-23, 1980

St. Louis, Missouri

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Geo-Economic Profile

GEO-ECONOMIC PROFILE

The State of Missouri exhibits a diversity of geographic, economic, and social areas. The nature of this diversity suggests that varied employment and training programs are required to meet the needs of youth located in different regions. Understanding the inherent differences of each region can facilitate more effective decision-making with regard to the future implementation of CETA youth employment and training programs.

Geographically and economically, the state can be divided into six areas: 1) the St. Louis SMSA (Standard Metropolitan Statistical Area), 2) the Kansas City SMSA, 3) Northern Missouri with one SMSA, 4) the Southwestern quarter with one SMSA, 5) Central Missouri with one SMSA, and 6) the Southeastern region (see Map 1).[1] The following brief overview of each area should provide sufficient awareness of the state's diversity.

St. Louis SMSA

The St. Louis SMSA is located on the eastern border of the state. Due to its large metropolitan orientation, it is comprised of four Missouri counties (St. Louis, Jefferson, St. Charles, and Franklin) and four Illinois counties (Madison, Monroe, Clinton, and St. Clair). The area is linked to the rest of the nation through an extensive railroad network, major U.S. highways, ten airlines, and river freight via the Missouri and Mississippi Rivers. Approximately eighty-five percent of the area's employment is within the four county Missouri portion of the SMSA.

Numerous industries are located in the area with no one dominating. Manufacturing is well represented with products such as railroad cars, automobiles, electrical equipment, aircraft, food, beverages, and wood. Additionally, wholesale, retail, and service industries serve the needs of businesses and consumers in and around the area.

With the variety of business operations available, numerous occupational/employment skills are required. Although commuting into and within the area is common, the labor market is primarily comprised of the area within the borders of the SMSA.

Kansas City SMSA

The Kansas City SMSA is located on the western border of the state and constitutes five Missouri counties (Jackson, Clay, Platte, Ray, and Cass) and two counties in adjoining Kansas (Johnson and Wyandotte). Kansas City proper is the heart of the area.

Similar to the St. Louis SMSA, numerous types of manufacturing, wholesale, retail, financial, and service industries are represented in the economic makeup of the area. Heavy manufacturing is

well represented in the Kansas City SMSA. In addition, banking institutions, insurance companies, and federal government regional headquarters are located here. Available transportation facilities include: trucking (one of the nation's top ten centers); two large airports served by eight major airlines; eleven railroad lines; and twenty-two loading docks located on the Missouri River.

A large and diverse labor force is drawn from the immediate and surrounding area to staff industrial plants. Although commuting from within a thirty mile radius of the SMSA border is common, approximately sixty-five percent of the employment is in the Missouri portion of the SMSA.

Northern Missouri

St. Joseph, the largest city in northern Missouri, is located in the northwestern portion of the state, adjacent to the Kansas City SMSA. It is the center of activity for the two county (Buchanan and Andrew) SMSA. The area is served by five railroad lines, four highways, and water transportation on the Missouri River.

During the 1970s, total employment remained relatively stable in the St. Joseph area. Service industry employment has been growing to serve an expanding population. While manufacturing has been on the decline, light manufacturing still dominates the area. Large numbers from the St. Joseph SMSA commute to jobs in the Kansas City SMSA to the south.

Several medium and many small size towns dot the remainder of northern Missouri (i.e., the area approximating the upper one-third of the state). The primary economic activity of the area is agriculture, with limited light manufacturing firms producing goods such as: food, fertilizer, agricultural chemicals, and apparel. Some of the largest producers of refractory products are located in the region's medium sized towns.

Southwestern Missouri

This area comprises the southwestern quarter of the state. One SMSA (Springfield) is located in southwestern Missouri. The Springfield SMSA (consisting of Greene and Christian counties) is a trade center for a large part of the area. In addition, light manufacturing and recreation comprise a large portion of the area's economic activity. Springfield has four colleges, two major highways, and two railroad lines serving the area. The SMSA's labor force is drawn primarily from within its borders; however, some commuting from surrounding areas does occur.

The towns of Joplin, Carthage, and Neosho are located in the extreme southwestern corner of the area. Considerable manufacturing is present in these towns, which draw their needed labor force from the bordering areas of Kansas and Oklahoma, as well as the immediate area. The three towns constitute the educational, recreational, and trade centers for the three state border area.

Southeastern Missouri

This region constitutes the southeastern quarter of the state and contains no SMSAs. It consists of two distinctly different economic and geographic areas. The Bootheel area (the extreme southeastern sector) contains very rich farmlands and has primarily an agricultural economy. In contrast, the remainder of the region is a rugged, heavily forested area with mining, light manufacturing, and limited farming.

Mining operations produce lead, iron, zinc, and other minerals. The area is becoming one of the world's leading mining districts. Manufacturing firms are located primarily in or near towns and dominate these town's labor markets. Fort Leonard Wood, one of the nation's largest army posts, supports a major portion of nonagricultural employment in the area's northwestern sector and draws its needed labor force from nearby areas.

Central Missouri

As its name implies, this region constitutes the central section of the state and contains one SMSA (Columbia). Columbia, Jefferson City, and Fulton are the economic centers of the region and are closely tied to one another. Government, service, and trade industries dominate the area's economies. Columbia is best known for the University of Missouri and its two private colleges. In addition, it is a leading medical and trade center. Fulton contains two private colleges, limited manufacturing, and a state mental hospital. Jefferson City is the State Capitol and the home of Lincoln University. A large portion of the area's manufacturing firms are located there, along with a state penitentiary and two outlying prison farms.

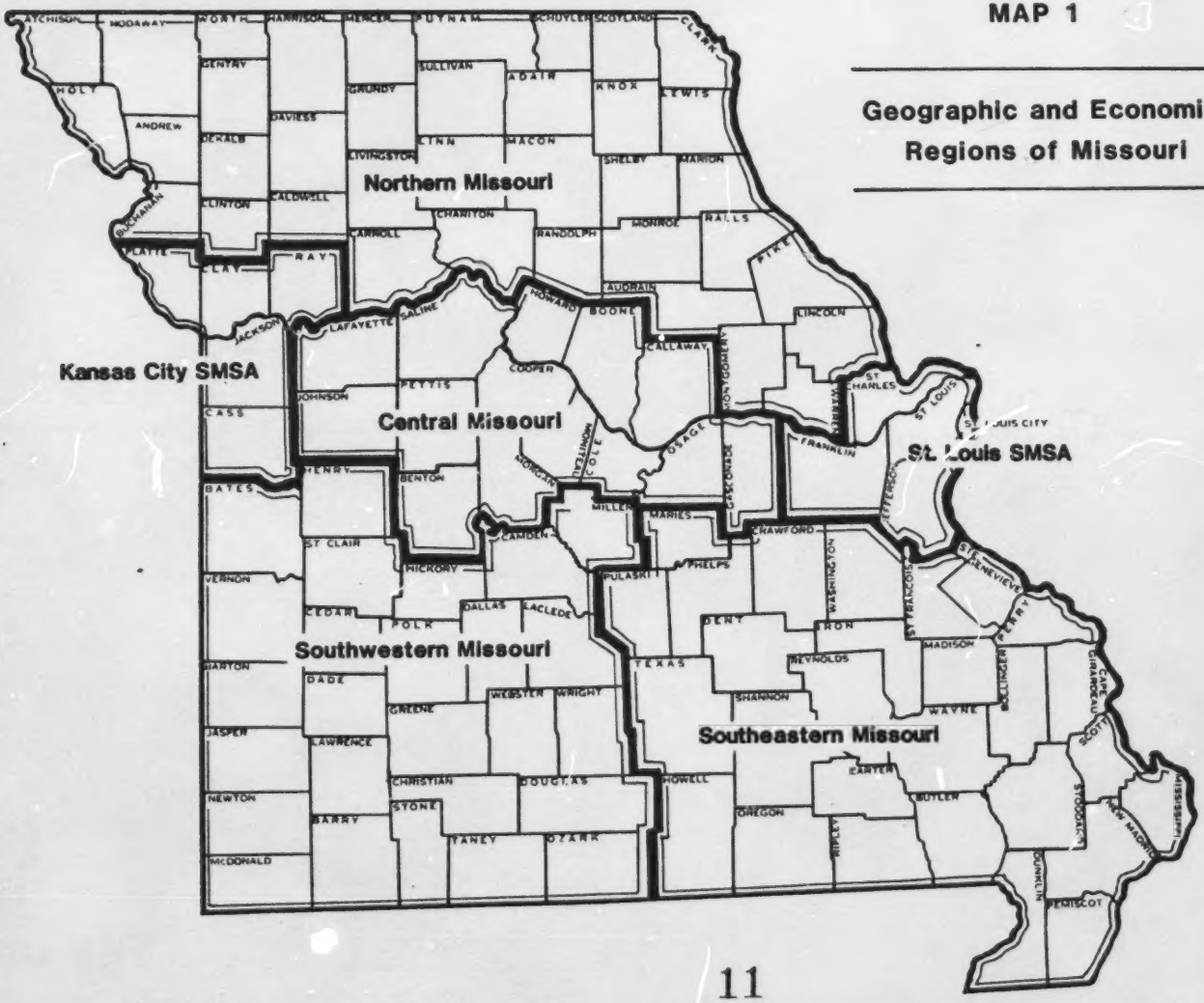
The Lake of the Ozarks area is located in the southern part of the region. The lake was formed in 1931 by the construction of Bagnell Dam and is the largest water impoundment in the state with 1,375 miles of shoreline. The area around Lake Ozark has developed into one of the nation's major recreational areas. There are currently over 300 lakeside resorts, hotels and motels. From 1966 to 1976, private construction expenditures have been estimated at nearly six million dollars annually.

Farming is the primary economic activity in remaining parts of central Missouri. Four highways, an intercity airport, four railroad lines, and water freight on the Missouri River provide transportation facilities for the area. A great deal of commuting occurs between the Columbia-Jefferson City-Fulton areas and from surrounding areas.

The foregoing discussion has implications for youth employment within the state of Missouri. The variety of economic activities throughout the state suggest that tailoring employment and training programs to local economic and social conditions is necessary to successfully meet the needs of Missouri's younger population. Categorically similar youth programs, applied in an across-the-board fashion, are not effective because they fail to recognize important regional differences. Developing realistic employment and training programs for up-and-coming youth requires an understanding of Missouri's varied economic, geographic, and social contexts.

MAP 1

Geographic and Economic Regions of Missouri



Missouri Youth Employment Perspectives

MISSOURI YOUTH EMPLOYMENT PERSPECTIVES

Nationally, Missouri is among the third of the states which have the lowest rates of unemployment. In November, 1979, Missouri's unemployment rate was 4.6 percent of its total labor force of 2.25 million.[2] Although the state fares quite favorably in comparison with other states, this does not preclude the fact that Missouri has problems with youth unemployment. The 1979 unemployment rate for the state's teenage population was 14.6 percent[3] (over three times the state's average). However, this figure is only an average. It does not reflect the employment problems encountered by rural and urban, male and female, or white and non-white teenagers. In analyzing the differences of youth unemployment, it is evident that some regions of Missouri are worse off than others. This suggests the need for an in depth review of the specific problems associated with local areas prior to allocation of funds for youth employment and training programs in those areas.

Youth unemployment may be the most difficult and persistent problem faced by CETA planners. The estimated youth labor force in Missouri is 565,733 for Fiscal Year 1979, a decrease of nearly 27,167 from the Fiscal Year 1978 estimate. The average monthly unemployment among youth 16 to 24 is projected to be 50,892; this represents a decline of approximately 3,000 from the Fiscal Year 1978 figures. However, in spite of the decline in numbers of unemployed youth, the unemployment rate has not decreased during 1979.

Among age subgroups of the youth population, the unemployment rates for Fiscal Year 1979 vary significantly. The 16 to 17 year group has a labor force of nearly 97,000 and an average monthly unemployment of 13,400; the unemployment rate for this age group is 13.8 percent. The rate among 18 to 19 year olds is 9.6 percent with a labor force of 131,621 and an average unemployment of 12,591. The lowest unemployment rate is among the 20 to 24 age group with a rate of 7.3 percent. This group has the largest labor force, with slighly over 336,828 and an average unemployment of 24,906.

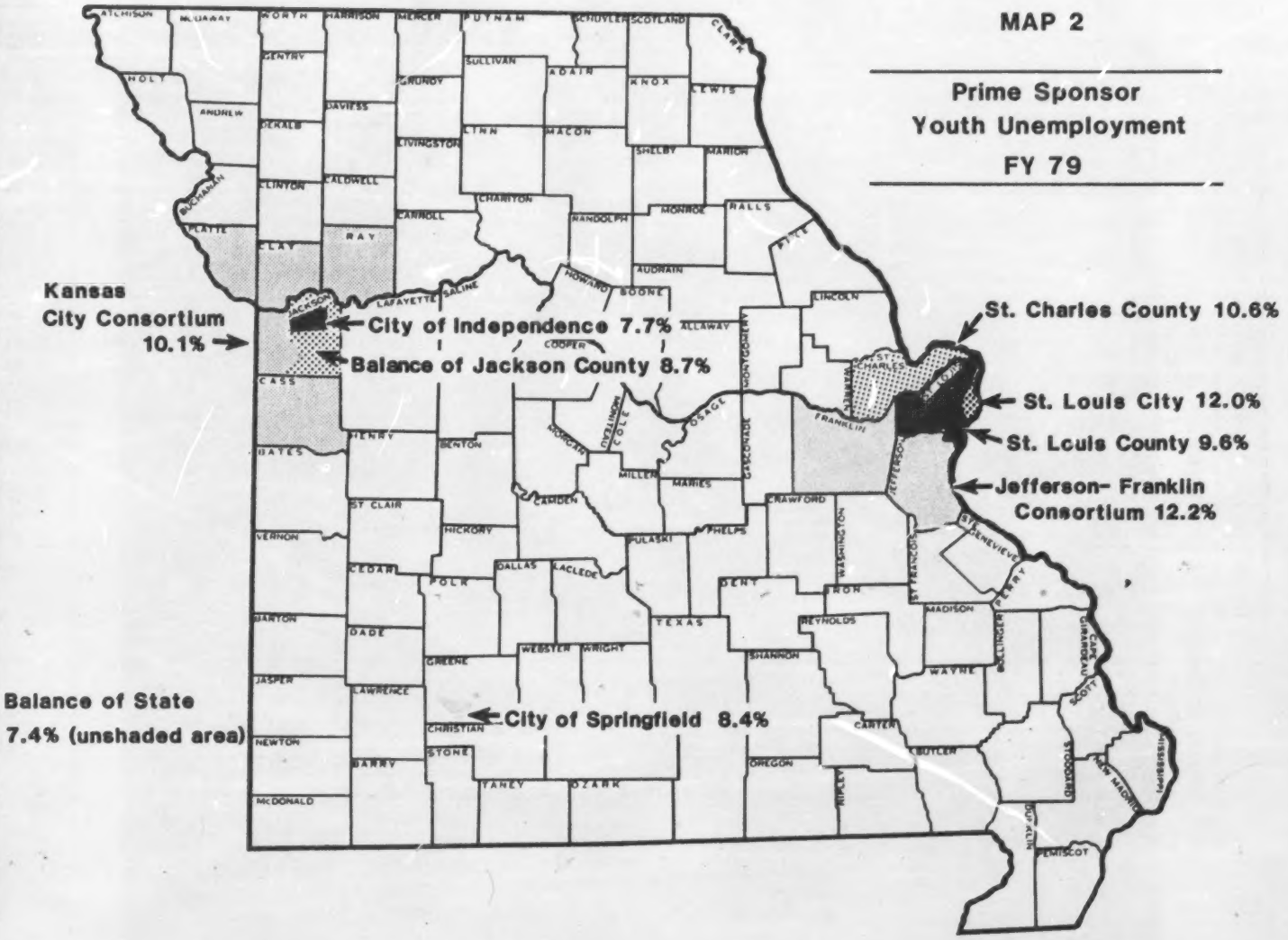
As with the age subgroups, there is a significant variation in rates and numbers of youth unemployed in the nine CETA prime sponsor areas. For example, the highest unemployment rate is among the 16 to 17 age group in the Jefferson-Franklin Consortium (16.8 percent). The lowest rate is 5.7 percent among 20 to 24 year olds in Springfield. The Jefferson-Franklin Consortium has the highest rate among all age groups (12.2) and the Balance of State has the lowest (7.4). Besides Balance of State, the largest number of unemployed youth are located in St. Louis County (10,023). The following table gives the labor force, unemployment and unemployment rates among the different age subgroups of each prime sponsor in the state and Map 2 shows the geographic distribution of unemployment in the state among youth.

Table 1

Missouri Youth Unemployment, FY79

by Prime Sponsor
Labor Force, Unemployment, Rate

PRIME SPONSOR AREA	AGE GROUP 16-17	AGE GROUP 18-19	AGE GROUP 20-24	TOTAL
St. Louis City	9,054	12,883	37,767	59,704
	1,508	1,636	4,046	7,190
	16.7	12.7	10.7	12.0
St. Louis County	20,384	23,223	60,921	104,528
	3,210	2,452	4,361	10,023
	15.7	10.6	7.2	9.6
St. Charles County	3,551	2,762	7,001	13,314
	515	269	633	1,417
	14.5	9.7	9.0	10.6
Jefferson/Franklin Consortium	4,715	5,214	11,304	21,233
	790	654	1,148	2,592
	16.8	12.5	10.2	12.2
Kansas City Consortium	13,438	19,614	45,489	78,541
	2,235	2,146	3,556	7,937
	16.6	10.9	7.8	10.1
City of Independence	2,377	3,393	7,483	13,553
	271	281	497	1,049
	11.4	8.3	6.6	7.7
Balance of Jackson County	2,965	4,292	9,763	17,020
	426	403	655	1,484
	14.4	9.4	6.7	8.7
City of Springfield	3,000	3,740	12,400	19,140
	440	450	710	1,600
	14.7	12.0	5.7	8.4
Balance of State	37,500	56,500	144,700	238,700
	4,000	4,300	9,300	17,600
	10.7	7.6	6.4	7.4
TOTAL	96,984	131,621	336,828	565,733
	13,395	12,591	24,906	50,897
	13.8	9.6	7.3	9.0


MAP 2
Prime Sponsor
Youth Unemployment
FY 79
Kansas
City Consortium
10.1%
City of Independence 7.7%
Balance of Jackson County 8.7%
St. Charles County 10.6%
St. Louis City 12.0%
St. Louis County 9.6%
Jefferson- Franklin
Consortium 12.2%
Balance of State
7.4% (unshaded area)
City of Springfield 8.4%

Teenage unemployment for Missouri's nine CETA prime sponsors ranged from 7.6 percent to 16.8 percent in 1979 (Table 2). Similar to national trends, there is a decrease with age in every area. This decreasing trend continues for the 20 to 24 age group also.

Table 2

Missouri Teenage Unemployment Rates by CETA Prime Sponsor
1979 (Percents)

CETA Prime Sponsor	Age Groups	
	16 to 17	18 to 19
St. Louis City	16.7	12.7
St. Louis County	15.7	10.6
St. Charles County	14.5	9.7
Jefferson/Franklin	16.8	12.5
Kansas City	16.6	10.9
Independence	11.4	8.3
Balance of Jackson County	14.4	9.4
Springfield	14.7	12.0
Balance of State	10.7	7.6

Although the information in Table 2 provides a clearer picture of Missouri's problem areas (i.e., primarily the large metropolitan areas), it does not accurately reflect the real problem groups. Table 3 provides a comparison of youth unemployment rates by age, sex, and racial affiliation for the St. Louis City, St. Louis County, Kansas City, and Balance of State prime sponsors. It is evident that the youth unemployment problem is not only the result of young age. Inherently tied to the state's youth unemployment problems are the important factors of location (i.e., large metropolitan areas experience the greatest percentages), sex, and most importantly, racial affiliation. Nonwhites in Missouri's largest metropolitan areas experience significantly higher unemployment rates that do their white counterparts. This suggests the need to deal effectively with the urban youth unemployment situation. However, this does not imply that rural areas should not receive immediate attention also. The youth unemployment problem in urban areas has a structural basis (i.e., it is not the sole result of economic fluctuations, but is related to individual factors that serve as barriers to employment), whereas rural areas are plagued with large amounts of underemployment (i.e., underutilization of individual work skills). Both areas require administrative attention in an effort to alleviate the youth unemployment problem.

Table 3

Missouri Youth Unemployment Rates by Age, Sex, and Racial Affiliation for Four CETA Prime Sponsors--1979 (Percents)

Age Cohorts	St. Louis City	St. Louis County	Kansas City	Balance of State
16-17 Years Old				
White Males	12.7	13.7	13.7	9.3
Non-White Males	22.1	21.9	26.3	20.8
White Females	13.1	17.2	14.8	12.3
Non-White Females	20.4	23.4	23.8	18.4
18-19 Years Old				
White Males	7.3	11.0	8.2	5.5
Non-White Males	23.9	27.5	23.8	12.0
White Females	6.8	8.1	8.0	5.5
Non-White Females	14.5	15.5	18.8	14.5
20-24 Years Old				
White Males	7.1	7.3	6.4	5.1
Non-White Males	18.4	18.7	15.5	10.5
White Females	4.7	5.4	6.0	7.7
Non-White Females	12.2	13.6	14.0	19.3

A review of data concerning the school status of Missouri's teenagers reveals that non-whites experience lower in-school status rates than do whites (Table 4). Consistent with national trends, these figures suggest that a lack of basic educational skills may be more prevalent among non-white youth. The implications of this are far reaching when one considers the future need for a labor force with adequate educational skills. Lower in-school rates may result in higher unemployment rates later in life. This point is corroborated by national figures regarding white and non-white unemployment rates.

Table 4

School Status of Missouri Youth
by Racial Affiliation - 1979
(Percents)

Age, Racial Affiliation	In-School	Out-of-School
16 to 17 Years Old		
White	90	10
Non-White	85	15
18 to 19 Years Old		
White	55	45
Non-White	48	52
20 to 24 Years Old		
White	22	78
Non-White	13	87

Employment Projections for Missouri by Occupation[4]

Missouri's labor force is expected to change at approximately the same rate as the national labor force. After 1980, a slowdown in labor force growth and lower unemployment levels is expected. Past trends indicate a lessening of the proportion of labor used in manufacturing and an increase in the proportions in trade and service industries. The trend toward a higher degree of importance in consumer-oriented lines, as contrasted to production, is likely to continue to have a significant influence upon occupations. A summary of the amounts and percents of change in employment by the nine major occupational categories from 1970 to 1974 and from 1974 to the 1985 projected employment is shown in Table 5. The largest number and percent increase for any of the nine major categories is projected for Clerical Workers for the period 1974 to 1985. Farmers and Farm Workers are projected to decline sharply over the same period, a continuation of a long term trend. Operatives are forecasted to increase at a significantly lower rate than other occupational categories.

Table 5

Forecasted Change and Percents of Change
1970 to 1974 and 1974 to 1985
State of Missouri

MAJOR OCCUPATIONAL CATEGORY	FORECASTED CHANGE From 1970 to 1974 Number	Percent	From 1974 to 1985 Number	Percent
Professional, Technical & Kindred	56,550	22.3	33,150	12.0
Managers, Officials & Proprietors	47,620	26.6	19,990	9.7
Sales Workers	19,450	15.6	12,240	9.3
Clerical Workers	62,480	17.8	53,800	15.0
Crafts & Kindred Workers	32,990	14.4	20,310	8.4
Operators	18,030	5.9	11,260	3.6
Service Workers	43,490	18.0	30,850	12.1
Laborers, except Farm	-2,280	-2.5	-2,310	-2.5
Farmers & Farm Workers	-44,800	-43.5	-35,750	-38.1
TOTAL - ALL OCCUPATIONS	233,530	12.4	143,540	7.3

A recap of the 1974 and 1985 employment and percent distributions for the nine major occupational categories is shown in Table 6. For ten of the twelve main divisions of the major category Professional and Technical, increasing shares of the total are projected for 1985. These ten Professional and Technical occupational divisions are projected to hire larger shares of the employed labor force because of continuation of established trends toward utilization of more highly qualified professional and technical workers. The trend toward the use of more scientific processes and complex mechanization will continue to exert influence upon the expanding need for Professional, Technical and Kindred Workers.

Managers, Officials, and Proprietors are projected to increase almost 20,000 from 1974 to 1985 and increase at a rate faster than total employment. In 1974, persons holding those positions totaled 206,900 and equaled 10.54 percent of all occupations. By 1985 it is expected that 226,890 persons will hold similar positions and their share of all positions will have risen to 10.77 percent of total employment. The relative share of Sales Workers will increase from 6.73 percent of total employment in 1974 to 6.86 percent by 1985.

As mentioned previously, the number of Clerical Workers is projected to rise faster than any other major group. The percent of all workers who are clerical will increase from 18.31 percent to 19.61 percent, or to almost one-fifth of the total workers.

Table 6

Employment and Percent of Total 1974 and 1985 (Projected) State of Missouri

MAJOR OCCUPATIONAL CATEGORY	1974 EMPLOYMENT Number	Percent	PROJECTED 1985 EMPL. Number	Percent
Professional, Technical & Kindred	276,610	13.82	309,760	14.45
Managers, Officials & Proprietors	206,900	10.54	226,890	10.77
Sales Workers	132,190	6.73	144,430	6.86
Clerical Workers	359,380	18.31	413,180	19.61
Crafts & Kindred Workers	241,870	12.32	262,180	12.45
Operatives	310,490	15.82	321,750	15.27
Service Workers	254,680	12.97	285,530	13.55
Laborers, except Farm	92,450	4.71	90,140	4.28
Farmers & Farm Workers	93,900	4.78	58,150	2.76
TOTAL - ALL OCCUPATIONS	1,968,470	100.00	2,112,010	100.00

The number and relative share of all workers for Crafts and Kindred Workers are also expected to follow a slightly rising trend to 1985 and their relative share of total workers to rise from 12.32 percent to 12.45 percent.

Operatives number 310,490 in 1974 and are expected to total about 321,750 by 1980. The percent of total is projected to be reduced from 15.82 percent to 15.27 percent over the eleven years.

About 254,680 Service Workers were employed in 1974. By 1985 these workers are expected to increase to 285,530 and make up 13.55 percent of total employment compared to 12.97 percent in 1974.

By 1985, Laborers are projected to equal only 4.28 percent of all employees, down slightly from the 4.71 percent they equaled in 1974. A sharper drop in Farmers and Farm Workers will result in their proportion to all workers falling to 2.76 percent by 1985 compared to 4.78 percent in 1970. This decline in farm workers is expected to be partly counterbalanced by a rise in workers needed to supply and service farm equipment and supplies.

For Missouri's youth to successfully compete in the labor force, they will require employability skills in growth occupations. Unless young people are better prepared to move into white collar positions, they will not be able to adapt to the expected occupational shift away from blue collar occupations. Particular emphasis on minority youth will be required to help them move into the mainstream of the labor force.

A Brief History
of
Employment and Training Programs

A BRIEF HISTORY OF EMPLOYMENT AND TRAINING PROGRAMS

The reauthorized Comprehensive Employment and Training Act of 1978, known as CETA, is the most recent federal employment and training legislation. CETA reflects many years of continuous experience of the federal government with manpower programs.

MDTA and EOA

Except for the extraordinary public works programs in the 1930's, the federal government's first venture into the manpower training field came with the passage by Congress of the Area Redevelopment Act of 1960, which provided federal funds for the retraining of technologically displaced workers in certain states which were then experiencing industrial lay-offs and high unemployment. This Act targeted manpower assistance to areas which were designated as economically depressed.

This relatively small effort by the federal government was superseded in 1962 by the passage of the Manpower Development and Training Act (MDTA). The MDTA made federal funds available in all states for the training and retraining of unemployed workers whose skills were obsolete or obsolescent. Responsibility for operation of these two programs of the early sixties was shared by the Department of Labor, through the Employment Service, and the Department of Health, Education and Welfare, through State Boards of Education.

In 1964, additional federal manpower funds became available through the Economic Opportunity Act (EOA), Title IB, to provide basic education and skill training to economically disadvantaged persons. Nationally designed program models were operated locally by community action agencies under supervision of the Department of Labor and the newly created Office of Economic Opportunity (OEO). With the advent of EOA Title IB, MDTA manpower programs were changed to emphasize training for economically disadvantaged individuals -- an emphasis in manpower training that has remained unchanged.

Through MDTA and EOA there were a wide variety of manpower training programs in the second half of the 1960's, but all of the programs were based on nationally designed program models. In addition to such programs as Neighborhood Youth Corps, Job Corps, and Adult Work Experience, MDTA and EOA developed new program approaches, based on earlier national experiences. These new programs included the Concentrated Employment Program, Operation Mainstream, Public Service Careers, and the National Alliance of Businessmen's Job Opportunities in the Business Sector.

Additional sources of federal funds for manpower training were made available under programs such as Model Cities, administered by the Department of Housing and Urban Development, and the Work Incentive Program, administered jointly by the Departments of Labor and Health, Education and Welfare.

Before the end of the 1960's, there was an overlap of federally funded manpower training programs and of geographic areas, administered by different federal agencies, states, cities, community agencies,

Model Cities neighborhood boards and a large number of national and local non-profit agencies created especially for these programs. The need for coordination of manpower planning at the national and local levels led in 1968 to the creation of four strata of manpower coordinating committees: national, regional, state and local -- Cooperative Area Manpower Planning System (CAMPS). At the national and regional levels all of the federal agencies which were involved in funding or administering manpower programs were to meet to coordinate their efforts, and the state and local agencies which operated federally funded manpower programs were to meet to conduct joint planning for services delivery. Even though all of the agencies involved received their funding through Congressional appropriations, any hope that federal, state and local agencies would agree to pool their planning and administrative resources and eliminate duplication of effort quickly faded. In addition, EOA manpower funds were not allocated to states and local communities by formula, but rather on a competitive proposal basis, an advantage that resulted in the bulk of these funds becoming concentrated in large urban centers. To offset this organizational problem, in 1970 the Department of Labor provided for state level planning staffs (a CAMPS Secretariat) to provide assistance to state and local committees.

In 1971 the Department of Labor revised the CAMPS structure to reduce its domination by manpower agencies. The CAMPS committees were extended to include representatives from business, organized labor, the general public, and the client sector. Under the new structure, agency representatives could not constitute more than one-third of the total membership and client representatives had to make up at least one-third of the planning groups. The new state level planning body, to be appointed by the Governor, was renamed the State Manpower Planning Council (SMPC). The local planning groups formed by mayors of large cities with CAMPS grants were designated as Manpower Area Planning Councils (MAPC). Sub-areas within the balance of the state were served by locally based Ancillary Manpower Planning Boards (AMPB). Thus, an entire state was covered by a network of manpower groups.

The revised CAMPS planning system made manpower services agencies more accountable than they had previously been, since they were now required to explain their planning process to the business and client communities, but the new Councils and Boards still had only a review and comment function to perform. The actual planning and program operation remained the prerogative of the agencies and of the Department of Labor.

EEA

While CAMPS was being reorganized, in July 1971 Congress enacted the Emergency Employment Act (EEA) to provide funds for public service employment to states and cities with high unemployment rates. The Act designated cities with a population of 75,000 or over as Program Agents with the authority to receive federal funds and to operate programs under the supervision of the Department of Labor. All communities with populations under 75,000 were designated as comprising the "Balance of State" and were to receive their funds through the Governor of the State who was named Program Agent. Funds for the EEA program were allocated to Program Agents by a legislative formula based on unemployment rates.

Since the Department of Labor viewed the EEA program as a temporary employment program, separate from the manpower training programs that were funded under MDTA and EOA, little emphasis was given to trying to incorporate EEA activities into the overall CAMPS planning effort. Any such effort, however desirable from the point of view of planning, would have been difficult since the geographic areas served by CAMPS and EEA were entirely different in that EEA, being directed only to states and cities with high unemployment rates, need not otherwise overlap with CAMPS which was universal in its territorial coverage.

CETA

The need for legislative reform of all federally funded manpower training programs was apparent. The CAMPS approach, even with its revisions, did not succeed in eliminating the confusion and duplication of manpower services; neither did EEA. The manpower scene was further confounded by a variety of social action measures enacted by Congress in earlier sessions. Also, the number of program operators for all these programs was beginning to exceed 10,000. Following the passage by Congress of the Emergency Employment Act in 1971, the drive for overall manpower reform was temporarily slowed and did not regain momentum until two years later when the Comprehensive Employment and Training Act (CETA) was enacted by Congress and signed into law on December 28, 1973.

The CETA legislation repealed previous programs authorized under MDTA, EOA (Title IB) and EEA, and it designated local communities as the chief designers and providers of manpower programs. Although ultimate responsbility for manpower program operations remained with the Department of Labor, it delegated local planning and operational responsibility to Governors and the chief elected officials of units of local government with a population of 100,000 or more, thereby establishing a prime sponsor network. CETA thus encouraged the development of local manpower policy and programs based upon the actual labor market served by the locality. CETA also gave Governors the responsibility of coordinating all manpower and manpower related activities through a State Manpower Services Council (now State Employment and Training Council) to be appointed by each Governor.

Under the CETA legislation, Prime Sponsors were authorized to operate all manpower training programs previously authorized under MDTA. Prime Sponsors were no longer restricted to the nationally designated categorical program models of the past decade but could, if they wished, design new and innovative manpower delivery systems which could be more responsive to local needs.

CETA funds flow into Missouri through nine different Prime Sponsors. The following are Prime Sponsors in the State:

1. City of Independence
2. City of St. Louis
3. City of Springfield
4. Jefferson-Franklin County Consortium
5. St. Charles County
6. St. Louis County
7. Kansas City Consortium
8. Balance of Jackson County
9. Balance of State (see Appendix A)

Although the Balance of State Prime Sponsor is responsible for CETA Programs in 105 of the 115 counties in the state, it exercises no control or authority over any of the other Prime Sponsors. Each Prime Sponsor receives its funding directly from the Department of Labor on a formula basis.

Congress reauthorized CETA for four years and it was approved by the President on October 27, 1978. It is now referred to as the Comprehensive Employment and Training Act of 1978, Public Law 95-524. The Comprehensive Employment and Training Act of 1978 contains essentially the same programs as it did in 1973, however, Congress incorporated various components to provide for improved employment and training services, to make the program more responsive to changing national economic conditions, to provide new and innovative approaches to fulfilling the purpose of the program and to build in greater safeguards to prevent fraud and abuse.

The purpose of the 1978 CETA Amendments is as follows:

> "....to provide job training and employment opportunities for economically disadvantaged, unemployed, or underemployed persons which will result in an increase in their income, and to assure that training and other services lead to maximum employment opportunities and enhance self-sufficiency by establishing a flexible, coordinated, and decentralized system of Federal, State, and local programs...to provide for the maximum feasible coordination of plans, programs, and activities under this Act with economic development, community development, and related activities, such as vocational education, vocational rehabilitation, and social services programs."[5]

The philosophy upon which the CETA program is based includes:

> "....(1) government has the responsibility to provide employment assistance to its citizenry and is the employer of the last resort; (2) the most effective programs meet local needs; (3) training and education are one of the most effective means of youth assistance; (4) job placement or provisions is an effective method of serving young clients; and (5) if the client's needs (particularly long-range) are not met, the probability increases that he or she will return to unemployment."[6]

The 1978 CETA Amendments constitute eight titles. The following provides an overview of each title.

Title I: Administrative Provisions. This title describes precisely how CETA will function. It "sets forth the administrative provisions that govern the operation of all the other titles."[7] It outlines the identification of prime sponsors, as well as the process of selecting service providers. Various council roles are explained along with an outline detailing the requirements of the governor's coordination and special services plan. It explains prime sponsor activities and requirements for the comprehensive employment and training plan.[8]

Title II: Comprehensive Employment and Training Services. This is the core section of CETA. Other components of the program are linked with this title through provision of supplemental activities.[9] Title II gives priority consideration to the economically disadvantaged population who are underemployed, unemployed, or in school. It

explains the requirements for participant eligibility and authorizes the following programs: public service employment, upgrading and retraining, work experience, and education. Title II establishes employment and training programs, while state and local prime sponsors administer them in accordance with the federal regulations.

Title III: Special Federal Responsibilities. Activities under this title are primarily determined by the Secretary of Labor, but are intended to supplement the programs of prime sponsors. It provides authority for establishing special national programs to assist groups whose needs are not met by other components of CETA (e.g., Native Americans; Alaskan Natives; Asian or Pacific Islanders; youth; displaced homemakers; offenders; women; handicapped persons; migrant and seasonal farm workers; public assistance recipients; persons lacking educational credentials; individuals with limited English speaking proficiency; middle-aged and older workers; disabled and Vietnam-era veterans; and other groups designated by the Secretary of Labor).[10] Additionally, research and training and evaluation projects designed to assess the effectiveness of current programs are also carried out under Title III and funded directly by the Secretary of Labor.

Title IV: Youth Programs. This title of the 1978 CETA Amendments is funded for two years, through FY80. It contains the majority of CETA youth programs for persons 14 to 21 years of age. It comprises three main categories of youth programs: Youth Employment Demonstration Programs (YEDP); Summer Youth Employment Program (SYEP); and the Job Corps. YEDP is an attempt to deal with the structural nature of youth unemployment by establishing employment, training, and demonstration programs. SYEP tries to develop employability skills through work experience, basic education, and on-the-job training during the summer. Job Corps places young people in an intensive group program setting to develop employability skills.[11]

Title V: National Commission for Employment Policy. This constitutes a 15 member commission, the purpose of which is to serve in an advisory capacity to the President and Congress with regard to national issues on employment and training.[12] The commission identifies national employment goals and needs and assesses existing manpower programs in light of meeting these needs.

Title VI: Countercyclical Public Service Employment Program. The purpose of this title is to provide periods of temporary employment, through public service jobs, to individuals who experience unemployment due to fluctuations in the business cycle. Title II-D of CETA provides for some public service employment (PSE), but the Title VI PSE eligibility requirements are less stringent. Title VI emphasizes the training component less than II-D because it is designed for persons who have labor market experience and skills but who are unemployed for purely economic reasons. As a result, the number of PSE jobs available at any one time is closely linked with economic indicators and national unemployment rates.[13]

Title VII: Private Sector Opportunities for the Economically Disadvantaged. This is referred to as the Private Sector Initiative Program (PSIP), and it establishes authority to increase private sector involvement in the training and employment of economically disadvantaged persons. It is based on the assumption that since most employment opportunities are found in the private sector, the optimum way to deal with unemployment is to increase the involvement of that sector. It

applies to the broadening of private sector involvement under all titles of CETA. Private Industry Councils (PIC's) are the means to achieving the goals of Title VII. They are established by prime sponsors and are equally involved in program planning distribution of Title VII funds.[14]

Title VIII: Young Adult Conservation Corps (YACC). This title is different from preceeding titles because it places no economic restrictions on an individual's participation. YACC involves and trains youth in conservation projects on public lands or waters. Funds are administered through the Secretary of Labor in agreement with the Departments of Interior and Agriculture. Eligibility requirements for participation include unemployed out-of-school youth ages 16 to 23, American citizens, legally permanent residents, and parolees and refugees.[15] Participation is for one year.

Summary. The intent of the preceeding discussion has been development of a general awareness with regard to the primary sections of the 1978 CETA Amendments. Condensed summaries of the provisions included in each title have been discussed. However, this provides only a broad picture of CETA. For a more in depth view of the 1978 CETA Amendments, the reader is referred to Public Law 95-524, October 27, 1978.

Missouri CETA Youth Programs

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MISSOURI CETA YOUTH PROGRAMS

Youth unemployment has been a priority concern throughout the administration of Missouri Governor Joseph P. Teasdale. While the incidence of unemployed youth is high nationally, the problem is especially crucial in urban areas. Both Kansas City and St. Louis exhibit broad disparities between white and black youth unemployment rates. The extremely high rates of youth unemployment in these large urban areas leads to problems far greater than just an idle work force. For example, in recent years 30 to 50 percent of all crimes have been committed by young people. Continued unemployment in the early work years often sets a pattern for a lifetime of joblessness and poverty.

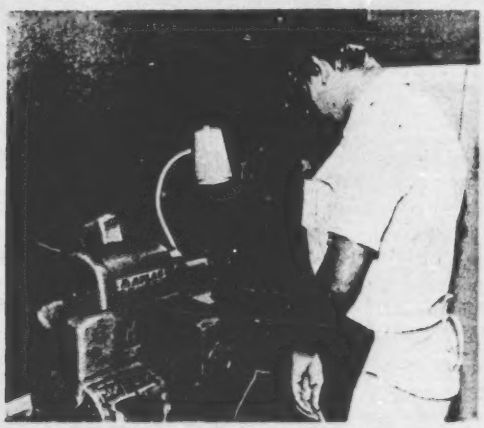
Proposals for major new funding to tackle the problem of youth unemployment will provide Missouri with additional funds to continue to improve basic education and provide youth training programs. By improving existing programs, Missouri will remain a step ahead of other states in attracting new federal assistance.

State and local governments in Missouri have been cooperatively attempting to assist youths in acquiring job skills and securing employment. During the last two years, $2.2 million from the U.S. Department of Labor has been distributed through the Governor's office to fund 19 special projects, serving 1,500 youth throughout Missouri.

The Governor's Youth Special Grant funded 9 projects for fiscal year 1980 for a total of $1,380,658.23. The following is a summary of each of those projects.

De La Salle Education Center (Kansas City, Mo.) - De La Salle is a non-traditional education center especially designed to serve predelinquents and drop-out youth. It is a fully accredited academic institution offering G.E.D. and a high school diploma curriculum. De La Salle will continue its academic offering to 30 CETA eligible youth. In addition to vocational offerings, career guidance with employability planning will be provided by counselors.

Jewish Employment and Vocational Service (St. Louis, Mo.) - The JEVS program is designed to provide diagnostic evaluation of vocational interests, work adjustment training, job placement and follow-up counseling for 20 pre-delinquent and delinquent CETA eligible youth. Services will also be provided to mentally retarded offenders.



Urban League (Kansas City, Mo.) - The Urban League, in cooperation with the Bureau of Apprenticeship and Training, Regional Office of the Department of Labor, will establish a multi-trade pilot apprenticeship program in non-construction industries and non-traditional job occupations for 65 CETA eligible youth. Project staff will identify skill areas where opportunities are available through contact and negotiations with industries to establish training programs and develop job slots.

University of Missouri Extension Center (St. Louis, Mo.) - The University of Missouri Extension Center will provide a comprehensive career planning and development program for 40 in-school and 40 out-of-school CETA eligible youth. The program curriculum includes 30 hours of job-readiness and employability training; 60 hours of individualized academic enrichment and remediation through the Center for Academic Development at the University of Missouri-St. Louis; 20 hours of career planning/advisory sessions and 12 weeks of vocational exploration at the St. Louis Community College at Forest Park.

Eastside Human Resource Center (St. Joseph, Mo.) - The Eastside Human Resource Center will provide life and career skills, academic training and job placement services to 60 CETA eligible youth. An additional emphasis will be placed on apprenticeship training in conjunction with labor unions.

Providence, Inc. (St. Louis, Mo.) - The Providence, Inc., program will provide pre-employment training and apprenticeship work experiences, career development planning, testing, remedial education training with GED preparatory coursework and job placement services for 250 CETA eligible youth.

Charlie Parker Academy (Kansas City, Mo.) - The Charlie Parker Academy will provide employment and training opportunities by focusing on the 'arts' as an area for future employment. The Academy will serve 15 youth. The participants will develop a plan profile for training in attaining a mastery level of skill in at least one marketable area of theater management, production, performance or auxiliary activities. After training, a theater presentation will be given to the area community, civic and school organizations. Job placement activities will also take place at that time.

Opportunities Industrial Center (Kansas City, Mo.) - The OIC program is designed to provide career planning and development for 144 out-of-school youth and 36 in-school youth. Services to be provided include exploration for career awareness, present and future labor market information, hands-on training in 52 occupational areas provided through modules and communication; and computational remediation will be provided by Penn Valley College on a basis of 20 hours per credit for 3 hours applicable on an A.A. degree. In-house ABE-GED training will also be provided.

Midwest Human Development Corporation (St. Joseph, Mo.) - The Midwest Human Development Corporation will provide career development, work experience, and job sampling for 60 CETA eligible youth. The program will also develop a preapprenticeship pool. The existing career research center will be enlarged and updated.

As previously stated, CETA youth programs in Missouri are operated by nine prime sponsors located throughout the state. Appendix A of this report provides a map of Missouri indicating the various locations of prime sponsors. Appendix B comprises a listing of Missouri's prime sponsors including names of persons in charge, title, addresses and phone numbers. The following are examples of CETA youth programs operated through the prime sponsors.

For the last four years, the City of Springfield, Missouri's Human Resources Department has been operating an innovative CETA In-School Program designed to keep potential dropouts in school. The approach blends services which include self-concept and interpersonal relations development through individual and group guidance counseling, educational tutoring, and vocational awareness activities. Participants attend either a guidance, educational or vocational group and work five hours each week during the school year. Program results indicate a high school dropout rate of less than one-third the national average, as well as an improvement in participant's work attitudes and self-concept.

Several employment and training opportunities are currently being offered to youth by the St. Charles County Prime Sponsor.

The largest program operating at the present time is the CETA Title II-B In-School Work Experience Program. It serves approximately 75 young people between the ages of 14-24. They are currently enrolled full time in and attending a secondary, trade, technical, vocational school or community college or are currently working on their GED or high school equivalency.

This work experience program allows each youth to work a maximum of 15 hours per week. The young people are matched with jobs that meet their particular interest and skill levels. Examples of jobs available in this program are library aides, secretarial and office aides, custodial and labor aides, drafting assistants and maintenance trainees.

The Classroom Training Program also under CETA Title IV-YETP, is for youth out of school. Three different areas of training are offered; welding, secretarial, and accounting. Welding is a 26 week program through Vatterott & Sullivan Educational Centers. Secretarial and accounting are 32 week programs through Brown Business School. Tuition and supply costs for all participants are paid by the Prime Sponsor. They also receive an allowance of $3.10 per hour for their participation and 15 cents per mile for transportation.

The On-The-Job Training Program is for youth who are out of school. The program provides full time jobs (40 hour/week) with private businesses. The Employment and Training Office reimburses the business for half the cost of training the participant. Participants have the greatest chance of obtaining permanent full time employment with this program since at the end of their established training period the participant is expected to be permanently hired by the business.

Another program serving in-school youth is the CETA Title IV-YETP Work Experience Program. This is operated by the local educational agencies through funds allocated by the St. Charles County Prime Sponsor.

There are five school districts participating. Each district has a teacher or school counselor who works with and selects eligible youth to participate in this program. Two of these school districts have elected to work mainly with handicapped individuals. Some students receive school credit for their participation. Job categories are similar to those on the Title II-B In-School Program.

Missouri's Balance of State prime sponsor is responsible for CETA youth programs in 105 of the state's 115 counties.

The Division of Manpower Planning contracts with the Community Action Agencies, regional planning commissions, and city and county governments to operate Youth Community Conservation and Improvement Projects (YCCIP). These projects are designed to provide tangible benefits to the community and well supervised, constructive work experience for youth participants. The range of projects includes weatherization and rehabilitation of low-income housing, improvement of public facilities, park conservation, and maintenance projects. Work experience is the primary benefit to participants but specific skills needed for the projects can be learned while on the job.

YCCIP projects operators are responsible for recruiting and selecting participants who are experiencing severe difficulties in obtaining employment. The Balance of State Missouri Prime Sponsor has identified high school dropouts as a special target group to be served through YCCIP.

Dropouts selected for YCCIP projects are encouraged to enroll in ABE or GED programs as a part of their participation. Several participants normally obtain high school equivalency certificates while working on YCCIP projects.

YCCIP project operators coordinate their programs with Youth Employment and Training Program (YETP) operators who provide services to participants such as vocational counseling, labor market

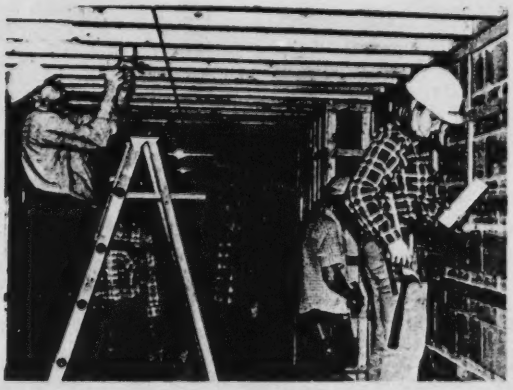
information, and job placement. YETP counselors also work with YCCIP participants in the preparation of an Employability Development Plan (EDP) which is used in planning the participant's movement from the YCCIP project to further training or employment.

The Division of Manpower Planning (DMP) has contracted with the state's 15 Community Action Agencies and the Department of Elementary and Secondary Education (DESE) to establish and operate Youth Employment and Training Programs (YETP) in Balance of State Missouri. DESE was selected as an operator by DMP in order to meet the legislated requirement that at least 22% of a prime sponsor's total YETP allocation be used by local educational agencies (LEAs) to serve in-school youth. Thus far, DESE has contracted with 10 school districts to operate YETP programs within their schools.

The size and scope of YETP programs vary with each program operator, but there are common service delivery approaches demanded by federal regulations and outlined in DMP guidelines. One of these approach areas is participant selection, recruitment, intake and verification. DMP has assigned the operators four client categories that are to be given priority in the selection process. These target groups are females, minorities, handicapped, and offenders. The program operators thus base their selection and recruitment of participants on DMP target groups, as well as local area needs and federal eligibility guidelines.

Federal regulations and DMP guidelines also assign the YETP activities and services that program operators may offer. It is, however, the responsibility of the operators to assess their participants and assign them to the appropriate blend of available activities and services. This process is a joint decision making effort between the YETP coordinator and participant and is recorded on the Employability Development Plan (EDP). The EDP also outlines the plan the participant will follow in moving from subsidized to unsubsidized employment.

An additional requirement DMP has made of YETP operators is that they establish operational linkages with all agencies and institutions that may be helpful in meeting their program goals. Operators have thus been in contact with and, in some cases, arranged to have services provided by agencies such as the Division of Employment Security and public assistance agencies and such groups as private sector businesses and labor organizations.



The Job Corps provides an intensive program of education, counseling, and other services to the most economically disadvantaged youth, ages 16 through 21. These services are provided to youth in both residential and non-residential settings and are designed to help them become responsible adults, prepare them to get and hold productive jobs, return to school or further training, or enter the military. Employability development services in the Job Corps are

intended to deal with the whole person and are individualized to meet each participant's needs.

There are two Job Corps centers in the area served by the Balance of State Prime Sponsor. One is located in Excelsior Springs and the second at the Mingo Wildlife Preserve near Puxico.

In the Summer Youth Employment Program (SYEP) the Division of Manpower Planning has contracted with the 15 Community Action Agencies which serve the disadvantaged youth in the 105 counties of the Balance of State. The subcontractors utilize a combination of work experience and vocational exploration activities in conjunction with vocational counseling to serve the youth. Each subcontractor is responsible for recruitment, selection, assessment, and placement of participants into appropriate employment and training activities. Program operators give priority to the following target groups: females, blacks, handicapped, and offenders. Also, each subcontractor is responsible for developing the necessary linkages in the communities being served as well as with the other employment and training services in the area.

CONCLUSIONS

Missouri is a geographically, economically and socially diverse state. Sustaining this diversity requires accommodation of numerous needs imposed by its population. To meet the needs of the state's youth, a multitude of CETA employment and training programs are currently being implemented. Virtually every corner of the state (i.e., both urban and rural areas) receives some form of employability training for its youth.

Although nationally Missouri fares quite well with regard to its youth unemployment situation, regionally there are specific problems (metropolitan and remote rural primarily), and troubled population subgroups (non-whites). Employment projections indicate that white collar occupations will experience the largest percentage of growth during the decade ahead. To successfully compete in this sector of the labor market, basic employability skills (i.e., basic educational skills, work experience, positive work attitudes, etc.), will be a necessity. It will not be enough just to provide employment and training programs for youth. There is a paramount need to localize vocational employment and training to meet the specific needs of local communities. CETA programs must do much more than pay "lip service" to decentralization and localization.

Continuous evaluation and upgrading of existing programs and the development of new programs are two important means for coping with Missouri's youth employment problems. However, in the end, finding effective solutions to the problems associated with youth employment requires a commitment of the part of local agencies as well as local communities throughout the state.

NOTES

1. This section is paraphrased from the Missouri Department of Labor and Industrial Relations, Division of Employment Security publication Missouri Employment Outlook: Projections to 1985, Jefferson City, MO., December, 1976, pp. 4-9.

2. U.S. Department of Labor, Bureau of Labor Statistics, "State and Metropolitan Area Unemployment," NEWS, Washington, D.C., January, 1980, p. 7.

3. U.S. Department of Labor, Bureau of Labor Statistics, "Unemployment of Adult Men, Adult Women, and Teenagers Was Little Changed in Most States in 1979--With Men's Rates Generally Lower," NEWS, Washington, D.C., February 1980, Table 3, p. 6.

4. Information from this section is taken directly from the Missouri Department of Labor and Industrial Relations, Division of Employment Security publication Missouri Employment Outlook: Projections to 1985, Jefferson City, MO., December, 1976, pp. 16-20

5. Public Law 95-524, October 27, 1978, Section 2.

6. Minnesota Department of Education, Division of Special Services, Youth Employment Education Unit, Partners: CETA, Education, Youth, St. Paul, Minnesota, pp. 2-3.

7. The National Urban Coalition, Understanding CETA: A Community Guide, Washington, D.C., 1979.

8. Ibid., pp. 8-9.

9. National School Board Association (NSBA), Comprehensive Employment and Training Act of 1973 (CETA), Washington, D.C., 1979.

10. The National Urban Coalition, p. 20.

11. Ibid., pp. 22-24.

12. National School Board Association (NSBA), p. 8.

13. The National Urban Coalition, p. 26.

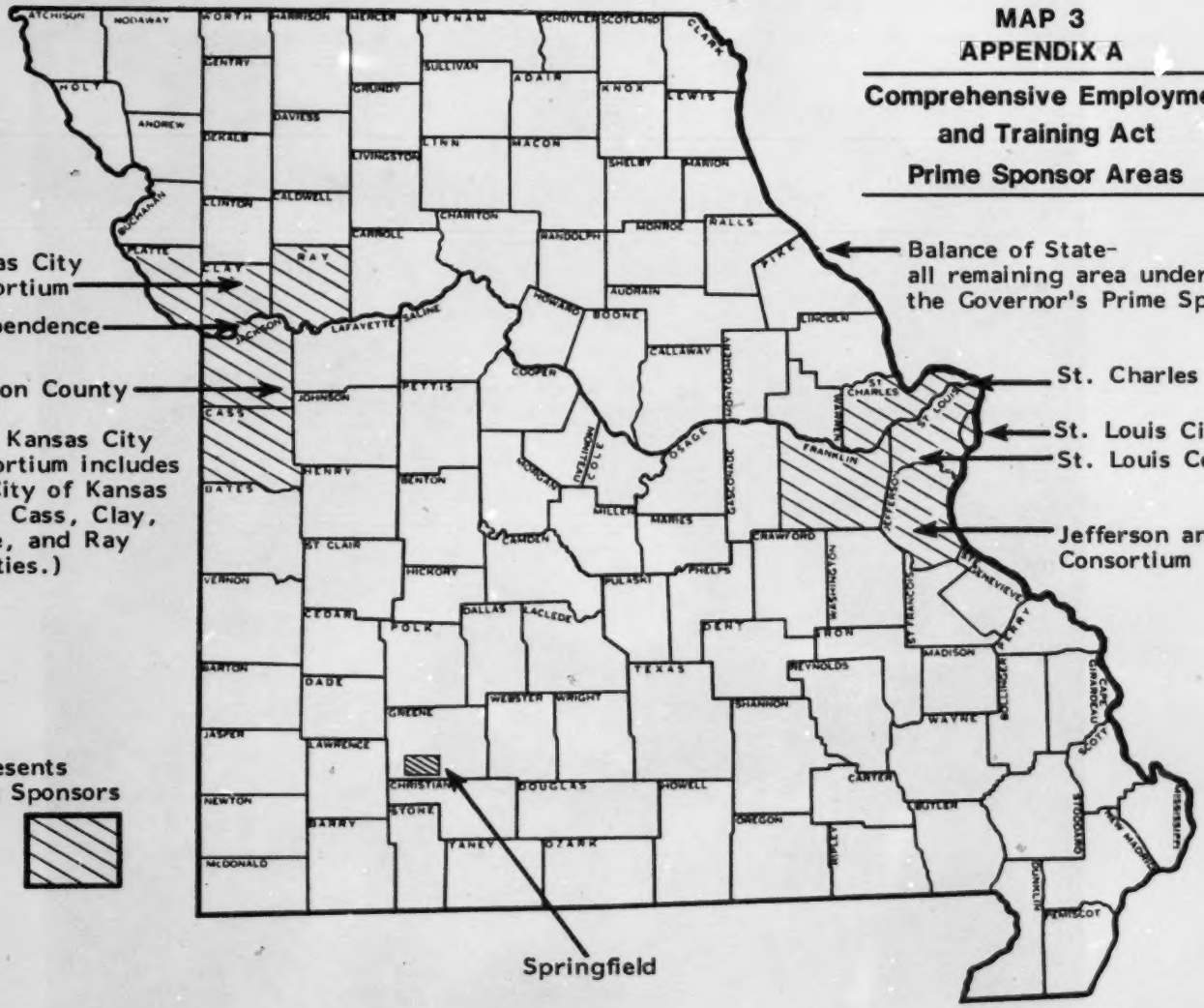
14. Ibid., p. 27.

15. Ibid., p. 29.

Appendices

MAP 3
APPENDIX A

Comprehensive Employment and Training Act Prime Sponsor Areas


Kansas City Consortium
Independence
Jackson County
(The Kansas City Consortium includes the City of Kansas City, Cass, Clay, Platte, and Ray Counties.)
Balance of State- all remaining area under the Governor's Prime Sponsorship.
St. Charles County
St. Louis City
St. Louis County
Jefferson and Franklin Consortium
Represents Prime Sponsors
Springfield

APPENDIX B

PRIME SPONSORS	ADMINISTRATIVE AGENCIES
Balance of State of Missouri	Mr. Richard Ives, Director Division of Manpower Planning 226 E. Dunklin Street Jefferson City, Missouri 65101 314-751-4750
Balance of Jackson County	Mr. Anthony B. Bartlett, Director Employment & Training Administration 3675 Noland Road - Suite 100 Independence, Missouri 64055 816-881-4420
Kansas City Consortium	Mr. Vernon Brooks Employment & Training Administration City Hall, Fourth Floor 414 East 12th Street Kansas City, Missouri 64106 816-274-2631
City of St. Louis	Mr. Charles Bussey, Jr., Director St. Louis Agency for Training and Employment 3800 Lindell St. Louis, Missouri 63108 314-531-5100
City of Springfield	Mr. Chet Dixon, Director Department of Human Resources 299 East Commercial P.O. Box 906 CSS Springfield, Missouri 65802 417-862-0784
Jefferson-Franklin Consortium	Mr. Ronald Ravenscraft, Director Jefferson-Franklin Counties, Inc. P.O. Box 362 Hillsboro, Missouri 63050 314-789-3502
St. Charles County	Mr. Jerry Rufkahr, Director St. Charles County Government Office of Employment & Training Programs #1 Westbury Plaza St. Charles, Missouri 63301 314-723-8300
City of Independence	Mr. Robert Svehla, Division Chief Employment and Training Administration 223 North Memorial Independence, Missouri 64050 816-836-8300

St. Louis County

Mr. Donald Clark, Director
Department of Human Resources
555 South Brentwood Blvd.
Clayton, Missouri 63105
314-889-2167

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APPENDIX C

CETA Acronyms

ABE	Adult Basic Education
AMPB	Ancillary Manpower Planning Board
BLS	Bureau of Labor Statistics
BOS	Balance of State
CAA	Community Action Agency
CAMPS	Cooperative Area Manpower Planning System
CBO	Community Based Organization
CETA	Comprehensive Employment and Training Act
DES	Division of Employment Security
DESE	Department of Elementary and Secondary Education
DMP	Division of Manpower Planning
DOL	Department of Labor
EDP	Employability Development Plan
EEA	Emergency Employment Act
EOA	Economic Opportunity Act
GED	Grade Equivalency Diploma
LEA	Local Education Agency
MAPC	Manpower Area Planning Council
MDTA	Manpower Development and Training Act
OJT	On-the-Job Training
PIC	Private Industry Council
PSE	Public Service Employment
PSIP	Private Sector Initiative Program
SETC	State Employment and Training Council
SMPC	State Manpower Planning Council
SMSA	Standard Metropolitan Statistical Area
SYEP	Summer Youth Employment Program
YACC	Young Adult Conservation Corps
YCCIP	Youth Community Conservation and Improvement Projects
YEDPA	Youth Employment and Demonostration Projects Act of 1977
YETP	Youth Employment and Training Program
YIEPP	Youth Incentive Entitlement Pilot Projects

Complied from Various Sources and Written By:

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